

# Librarians' Advocate

Official Publication of Librarians Affiliated with the University Council-American Federation of Teachers, AFL-CIO

## SHOWDOWN AT UNIVERSITY HALL!!

The UFL and the University are currently negotiating the 1988 reopeners of the librarians contract. We have met 5 times since May.

Four articles of the Contract are being negotiated: Layoff (reopened by the UC), Arbitration and Grievance (reopened by the union), and Salary, which is automatically reopened. The actual percentage and timing of librarian cost-of-living raises await final action on the state budget. The union will continue to insist that librarians receive the same percentage increase given to Senate faculty.

### LAYOFF

The University's proposed Layoff article has the most serious implications for us. (See related article for recent developments concerning the 2 layoffs of UC librarians.) The University's initial proposal offered far fewer protection than in the current contract. The UFL's position is that existing contract provisions, assuring reasonable protections from unnecessary layoffs and meaningful reemployment opportunities, should not be weakened.

The union refused to offer a written counterproposal on Layoff until the University revised its totally unacceptable initial position. After the union cancelled a bargaining session, the University presented us with a modified proposal on June 14, in which they broadened reemployment rights. We will continue to press for language guaranteeing that the University make meaningful attempts to avoid layoffs, and for language

that provides for sufficient reemployment rights to a posted position for which a laid-off librarian can demonstrate competence. As in the union grievances regarding layoff, the unit of layoff is definitely an important issue as well, but must be considered in context with other rights and protection in the Layoff article.

### GRIEVANCE

We are progressing toward agreement on Arbitration and Grievance. The end result will be a more workable, better organized procedure in both cases. As part of negotiating the Grievance article, the union has initiated discussions regarding the relationship between contract grievances and APM 140 grievances.

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The most effective way to assist the bargaining effort right now is to join the union if you are not already a member. Increasing membership enhances our position at the bargaining table. Everyone in the bargaining unit benefits from the contract, which controls how we can be treated by the University.

SHARE THE RESPONSIBILITY!  
JOIN NOW!!

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## UNION VICTORIES!!

The Fall 1987 Librarians' Advocate reported on grievances filed on behalf of two bargaining unit librarians who had been laid off, one at UCLA and the other at UCB. Both cases involved librarians working in positions outside of the main library system.

The cases hinged on whether the contract provisions to avoid layoff or to provide reemployment should be applied to the entire bargaining unit on the campus, as the union maintained, or only to the work unit of the affected librarian, which was UC's position.

We are delighted to report that in both cases the union prevailed and our eminently reasonable interpretation of the current contract has been upheld and the laid off librarians have been reemployed. The UCB victory is especially gratifying since the University dragged it out for nearly 2 years. The UCB UFL Grievance Committee should be congratulated for its diligence and countless hours spent on this case.

Our successes in fighting for our bargaining unit member's rights to continuing appointments at the University has strengthened our resolve to maintain contract language which effectively protects these rights.

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The members of the bargaining team are:

Lillian Castillo-Speed, UCB  
Miki Goral, UCLA, (Negotiator)  
Phil Hoehn, UCB  
Roberta Medford, UCLA,  
(Chronologer)  
Justine Roberts, UCSF  
Tim Sheehy, UCLA

Contact any of us about  
joining the union or if  
you want to discuss the  
contract negotiations.

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UNIVERSITY COUNCIL-AFT  
11625 KIOWA AVENUE #4  
LOS ANGELES, CA 90049